



AGENDA

**MEETING OF THE
HUMAN RESOURCES COMMITTEE
OF THE
SANTA BARBARA METROPOLITAN TRANSIT DISTRICT
A PUBLIC AGENCY**

**WEDNESDAY, NOVEMBER 30, 2005
8:30 A.M.**

**SANTA BARBARA MTD CONFERENCE ROOM
550 OLIVE STREET (UPSTAIRS), SANTA BARBARA, CA 93101**

- 1. CALL TO ORDER**
- 2. ROLL CALL OF THE HUMAN RESOURCES/PERSONNEL COMMITTEE**
Chair, John Britton
Director, Dick Weinberg
- 3. REPORT REGARDING POSTING OF AGENDA**
- 4. APPROVAL OF PRIOR MINUTES (ATTACHMENT- ACTION MAY BE TAKEN)**
The committee will be asked to waive the reading of and approve the minutes for the meeting of September 7, 2005.
- 5. PUBLIC COMMENT**
Members of the public may address the committee on items within the jurisdiction of the committee that are not scheduled for public hearing. The time allotted per speaker will be at the discretion of the committee Chair. Please complete and deliver to the MTD Board Clerk, **before the meeting is convened**, a "Request to Speak" form including a description of the subject you wish to address.
- 6. RECESS TO CLOSED SESSION-GENERAL MANAGER PERFORMANCE EVALUATION**
Conference with Labor Negotiators pursuant to Government Code Section 54957.6:
SBMTD designated representatives: John Britton and Dick Weinberg, unrepresented employee: Sherrie Fisher, General Manager.
- 7. ADJOURNMENT**

AMERICANS WITH DISABILITIES ACT: If you need special assistance to participate in this meeting, please contact the MTD Administrative Office at 963-3364 at least **48 hours in advance** of the meeting to allow time for MTD to attempt a reasonable accommodation.



DRAFT MINUTES
of the
Meeting of the
HUMAN RESOURCES COMMITTEE
of the
SANTA BARBARA METROPOLITAN TRANSIT DISTRICT
A PUBLIC AGENCY

WEDNESDAY, SEPTEMBER 7, 2005
3:00 P.M.

SANTA BARBARA MTD CONFERENCE ROOM
550 OLIVE STREET (UPSTAIRS), SANTA BARBARA, CA 93101

MEMBERS PRESENT:

John Britton, Chair and Dick Weinberg, Director

MTD EMPLOYEES PRESENT:

Sherrie Fisher, General Manager, Jerry Estrada, Assistant General Manager/Controller, Tiara Lakey, Executive Assistant to the Board and the General Manager, Rick Bott, Driver, Gabriel Garcia, Human Resources and Risk Manager

1. CALL TO ORDER

Chair Britton called the meeting to order at 3:00 PM.

2. ROLL CALL OF THE HUMAN RESOURCES/PERSONNEL COMMITTEE

Both of the Committee members were present.

3. REPORT REGARDING POSTING OF AGENDA

The General Manager reported that the agenda for this meeting was posted at the MTD administrative headquarters, on the MTD website and mailed to the media of general circulation on September 1, 2005.

5. SICK LEAVE (THIS ITEM WAS MOVED TO AFTER ITEM #6)

Rick Bott, Driver addressed the committee with concerns he had regarding past, unresolved sick leave accrual, which he had not qualified for. Mr. Bott reported that he had not received sick hours; he felt were due to him, because of language used in the 1993 Union Contract. He then referred to the portion of the contract regarding sick hours benefits for full, part time and temporary employees. After a discussion and a review of documents that Mr. Bott provided to the committee, the committee instructed staff to further review this information and recommended that this be brought before the full board.

6. RETIREE HEALTH INSURANCE FOR STAFF

The committee discussed retiree health insurance for staff. The General Manager reported that she had received a request from an early staff retiree, Mr. Gleason, to opt out of the current group plan and receive reimbursement up to the same dollar amount as if he had remained in the group. The committee was provided with an overview of the current coverage plan for

retirees. The General Manager noted that MTD currently reimburses staff or union retirees for insurance, if they have moved out of the plan's coverage area. After the review and a discussion, which included information regarding amendments that would be needed to Mr. Gleason's retirement agreement, the members recommended that this item be brought before the full board.

7. LIVING WAGE

The Committee briefly discussed the City of Santa Barbara's proposed Living Wage Ordinance.

8. OTHER BUSINESS

No further business was reported.

9. RECESS TO CLOSED SESSION-GENERAL MANAGER PERFORMANCE EVALUATION

Due to time concerns, the committee did not recess to closed session and postponed this item to a later date.

10. ADJOURNMENT

The meeting adjourned at 4:45 PM.